

Narragunnawali  
Reconciliation in Education

**NAKRA  
GUNNA  
WALI**

# RECONCILIATION ACTION PLAN

Red Hill Consolidated School  
August 2022 to August 2023





# CONTENTS

Vision for Reconciliation

The Working Group

Reconciliation Action Plan (RAP) Actions

Relationships

Respect

Opportunities

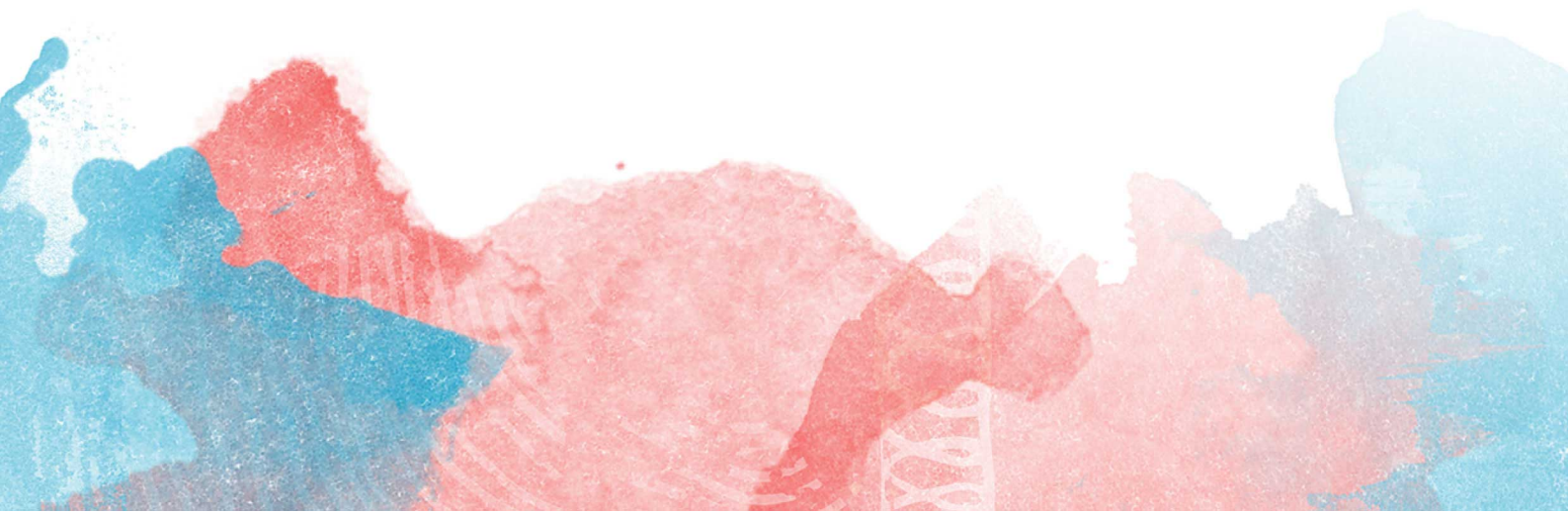


## **VISION FOR RECONCILIATION**

Red Hill Consolidated School helps to guide and form our future community. We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Lands across Australia and recognise their cultures as the oldest, continuous living cultures on the planet. We believe that reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians is a journey of continuous collaborative learning to deepen our understanding and connection with First Peoples histories, cultures and perspectives and respectfully embed this within all areas of our interactions and learning undertaken at Red Hill Consolidated School.

## **ACKNOWLEDGEMENT OF COUNTRY**

Red Hill Consolidated School would like to acknowledge the Bunurong people of the Kulin Nation. We pay respect to Elders, past, present and emerging, and recognise Bunurong people's connection to the Land on which we are now gathered. This Land provides us with a place to learn, create, connect, play and explore. We cherish our surrounds, including the beautiful bays and waterways, the mountains and the valleys. As we think about the past and look forward to our future together, we offer our respect to all Aboriginal and Torres Strait Islander peoples.



## RAP WORKING GROUP

<b>Name</b>	<b>Position</b>
Kris Hickson	Staff (teaching)
Katie Cotter	Parent/carer
Eric Clarke	Staff (Indigenous Education Worker)
Naomi Douglas	Parent/carer
Megan Coles	Community member
Leah Powell	Community member
Jodie Denman	Community member
Leah Powell	Community member
Lauren Thomas	Parent/carer
Sonia Erice	Parent/carer
Cleo Braithwaite	Parent/carer
Rebekah Cassidy	Parent/carer
Ryan Swenson	Parent/carer
Lucy Monie Hall	Parent/carer
Red Hill Consolidated School Staff	Staff (teaching)
Gareth Wilson	Parent/carer
Angus Wettenhall	Principal / Director
Meredith Hyams	Staff (teaching)
Kristy Trewin	Staff (teaching)
Jana King	Staff (teaching)
Kim Clarkson	Staff (teaching)
Jane Fenn	Parent/carer
Megan Musgrave	Parent/carer
Bec Wood	Parent/carer
Caitlin Sullivan	Staff (teaching)
Claire Shearman	Parent/carer
Emily Lightfoot	Parent/carer
Lauren Morris	Parent/carer
Shane Korosec	Parent/carer
Tom McGough	Student
Sue Finley	Parent/carer
Sianan Healy	Parent/carer





RAP ACTIONS	COMMITMENT
<p>Aboriginal and Torres Strait Islander People in the Classroom</p>	<p>We are committed to engaging Aboriginal and Torres Strait Islander people in our learning activities. Having Aboriginal and Torres Strait Islander voices in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.</p>







RAP ACTIONS	COMMITMENT
Cultural Responsiveness for Staff	Staff are supported to reflect on and build their cultural responsiveness to improve their practice and best support the needs of Aboriginal and Torres Strait Islander students. Staff are provided with a range opportunities to build their knowledge and understanding of their own positionality and Aboriginal and Torres Strait Islander perspectives, contributions and cultures.







RAP ACTIONS	COMMITMENT
<p>Welcome to Country</p>	<p>Where appropriate, significant events at our school commence with a Welcome to Country. Protocols for welcoming visitors to Country have been a part of Aboriginal and Torres Strait Islander cultures for thousands of years. By incorporating these protocols into formal events and important occasions, we recognise Aboriginal and Torres Strait Islander peoples as the First Australians and Custodians of their Land.</p>
<p>Celebrate National Reconciliation Week</p>	<p>Our school community celebrates National Reconciliation Week (NRW) which is held from 27 May to 3 June each year by talking about reconciliation in the classroom and around the school, and celebrating with the community. NRW is a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can join the national reconciliation effort.</p>
<p>Build Relationships with Community</p>	<p>We commit to building relationships with our local Aboriginal and Torres Strait Islander community that are built on mutual respect, trust and inclusiveness. We value these relationships and their role in helping to create opportunities for Aboriginal and Torres Strait Islander and non-Indigenous staff, students, children and community members.</p>







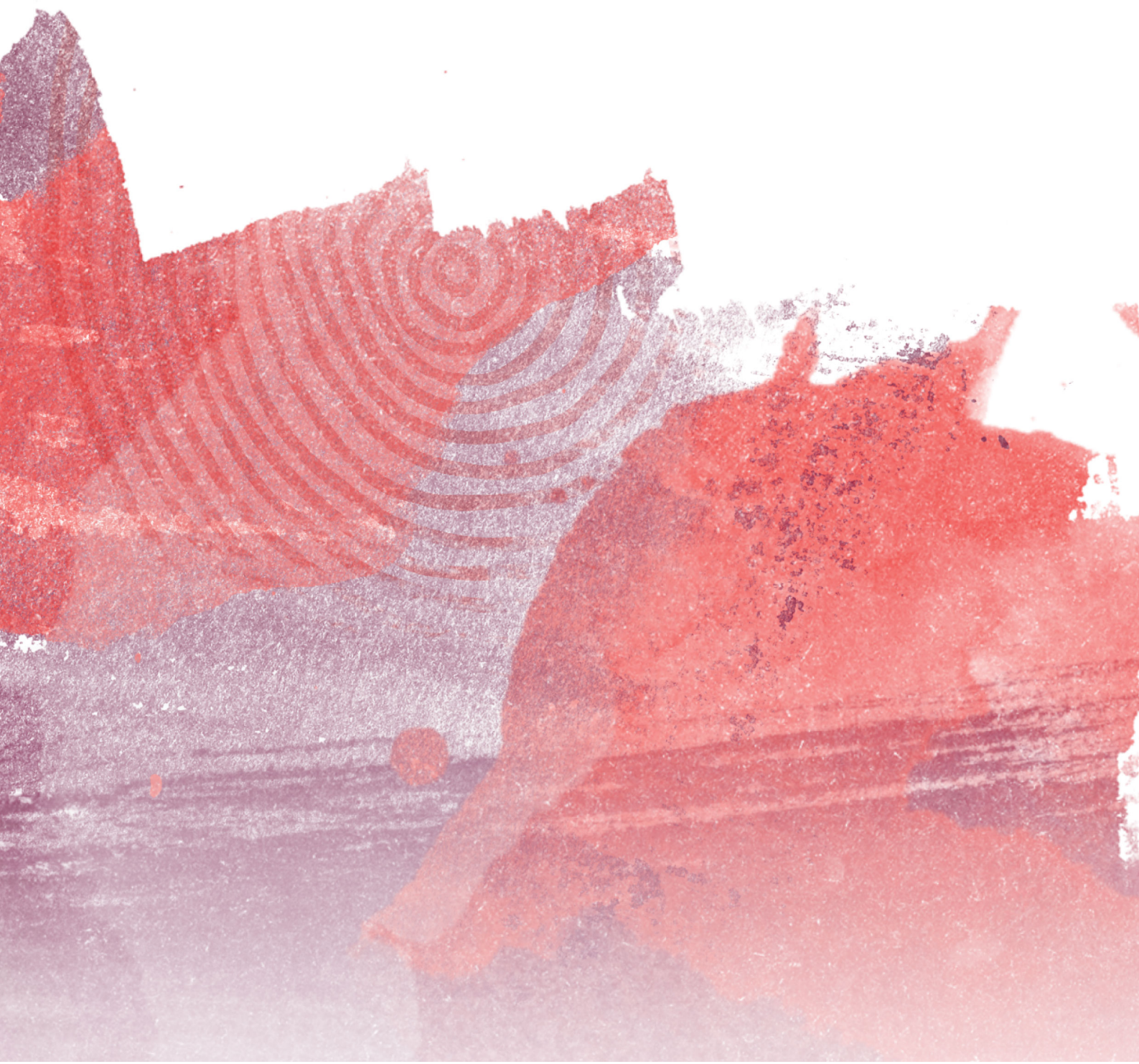
RAP ACTIONS	COMMITMENT
Teach about Reconciliation	Our school community is committed to learning about reconciliation in Australia. Having an understanding of the concept, history and progress of reconciliation is an important part of continuing the reconciliation journey. This understanding also helps to strengthen engagement with our school's RAP by positioning it within the broader story of reconciliation in Australia.
Explore Current Affairs and Issues	We are committed to raising awareness of current affairs and issues in the public domain that are of particular significance to Aboriginal and Torres Strait Islander peoples and the process of reconciliation. This will be done through curriculum delivery, policies and procedures, and will be integrated into the ethos of our school.







RAP ACTIONS	COMMITMENT
Acknowledgement of Country	Our school recognises the continuing connection of Aboriginal and Torres Strait Islander peoples to the Country on which we live, work, learn and grow. All staff and students have the opportunity to show respect to Traditional Owners and Custodians by regularly conducting an Acknowledgement of Country at meetings and events throughout the year.





RESPECT



WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT
Aboriginal and Torres Strait Islander Flags	Our school flies or displays the Aboriginal and Torres Strait Islander flags as a demonstration of our pride and respect for the histories, cultures and contributions of Australia's First Peoples. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.
Take Action Against Racism	Racism can have serious negative consequences for the people who experience it, for those who witness it, and for wider society. When racism is properly understood it is easier to overcome. We commit to building awareness of what racism is, the impacts of racism and how to respond effectively when it occurs through an anti-racism strategy tailored to the needs of our school.







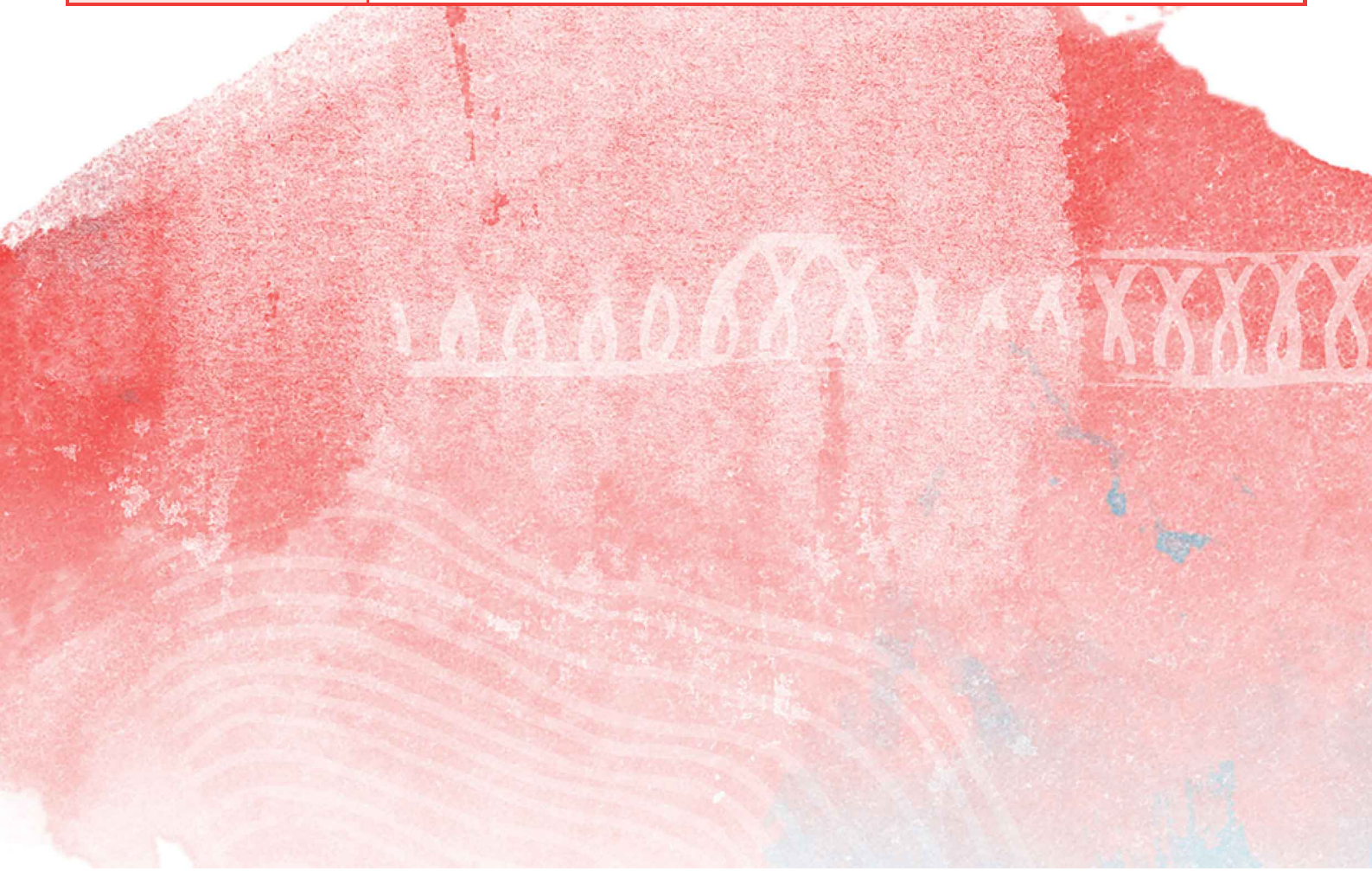
RAP ACTIONS	COMMITMENT
Curriculum Planning	<p>Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes is a key and ongoing consideration across all year levels and learning areas. Curriculum documents have or will be audited to identify the extent to which Aboriginal and Torres Strait Islander histories, cultures and contributions are already embedded, and to identify opportunities for strengthening the representation of this content in the curriculum.</p>







RAP ACTIONS	COMMITMENT
Inclusive Policies	All staff in our school are aware of policies that refer specifically to improving educational outcomes for Aboriginal and Torres Strait Islander people and increasing knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures in Australia. We have a plan in place to ensure all staff comply with these policies in their daily practice. Our internal policies have been, or will be, amended to ensure they are also inclusive of Aboriginal and Torres Strait Islander peoples and increase knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia.
Staff Engagement with RAP	Commitment to the Reconciliation Action Plan (RAP) from all staff is essential for developing a RAP that is implemented in a meaningful and sustainable way. All staff will be involved in the ongoing development and implementation of our RAP through staff development opportunities facilitated by the RAP Working Group.
RAP Budget Allocation	We have set aside dedicated funds from within our budget to procure relevant goods and services that strengthen the sustainability of our RAP Actions. Staff are aware that it is important to consider remuneration for people who have been involved in RAP initiatives out of respect for the time and resources that they have contributed.







RAP ACTIONS	COMMITMENT
Celebrate RAP Progress	We are committed to reflecting on the progress made in the growth of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions in our school. We will track the progress of our RAP, continually revisit our commitments, and celebrate our achievements, while generating new ideas to develop and sustain our RAP into the future.

